

# 2008-2009 PERFORMANCE PLAN – Sr. Portfolio Manager, Asset Allocation & Risk Mgmt. (R. Roth)

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## Quantitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
25%	Total Fund Performance	Excess return in basis points relative to Total Fund Performance Benchmark. {SJ1CA1 – CPERSTOT2}	-40 basis points = 0 0 basis points = 1.0 +20 basis points = 1.5
25%	Subtotal	Quantitative Measures	

## Qualitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
10%	Risk Analysis	Create a monthly risk reporting package for the Board. Reports to include measures of total risk and tracking error for the separate asset classes and total fund. Complete report by 09/30/2008.	From Schedule
20%	Risk Analysis	Complete the analysis, design and development of the new data management functionality to support conversion from the Barra TotalRisk system to the BarraOne system. The ultimate objective is to shift the majority of the data management effort from CalPERS staff to Barra staff. Specific design and development work product to include: <ul style="list-style-type: none"> <li>- Redirecting data feeds.</li> <li>- New data reconciliation process.</li> <li>- New risk reports structure.</li> <li>- New database structure.</li> </ul> Provide report to SIO by 06/30/2009.	From Schedule
10%	Risk Analysis	Create a report on Calpers total fund leverage to include Real Estate, AIM and derivatives. Report to SIO by 03/31/2009.	From Schedule
10%	Asset Allocation	Assist AIM unit in enhancing their pacing analysis cash flow model. Report to SIO by 03/31/2009.	From Schedule

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### *Qualitative Performance Measures*

Weight	Factor	Performance Measure	Incentive Schedule
10%	Asset Allocation	Complete updated Asset Allocation Strategies for all Affiliate Funds by 06/30/2009.	From Schedule
15%	Leadership	<i>Human Resources staff is working with the Interim Chief Investment Officer to develop the qualitative leadership performance measures which will be presented for second reading.</i>	From Schedule
75%	Subtotal	Qualitative Measures	
100%	Total	Quantitative and Qualitative Measures	